



2012 Northeast Clinical IT Compensation Survey

Data Effective July 1, 2012

Olney / HRadvantage



Gallagher Surveys
a Division of Gallagher Benefit Insurance Services

2012 Northeast Clinical IT Compensation Survey

Introduction

Olney/HRAdvantage and Gallagher Surveys are pleased to present the Northeast Clinical IT Compensation Survey. The survey covers the Northeast region from Pennsylvania through New England and contains compensation data for nineteen information technology positions specific to the healthcare industry. Unlike most IT related surveys, the survey does not include data from organizations outside of the healthcare industry and is unique in that it focuses on the healthcare market and the IT jobs that are unique to the market. We are very pleased with the final results and hope that you find them useful.

The 2012 Northeast Clinical IT Compensation Survey was generously underwritten by Baystate Health of Springfield, MA. We would like to thank them for making this survey possible.

SURVEY HIGHLIGHTS

- ◆ Total Participants 49 organizations

 - ◆ Incumbents Included 1,074 employees

 - ◆ Positions Surveyed 19 titles

 - ◆ Data Cuts Up to 15 data cuts per title, including data cuts by size, setting, region and type of system
- Regions: All Northeast, New England, Southern New England, Northern New England, Pennsylvania/New Jersey
- Size: Two size groupings based on operating budget
- System: EMR jobs broken out by system if sufficient data exists
- Setting: Acute, ambulatory or both

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- ◆ Incentive information Bonus eligibility, average awards and extensive total cash data presented for every position and data cut

- ◆ Compensation policy On-call data, FLSA status, eligibility for shift differentials

Participant Profile

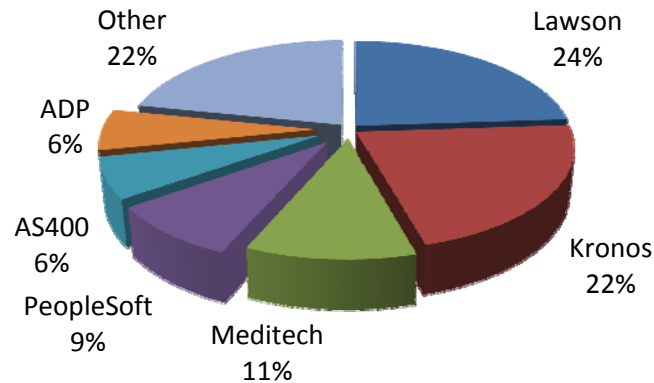
Forty-nine (49) healthcare organizations are included in the 2012 Northeast Clinical IT Compensation Survey, making this the largest available collection of northeast clinical IT compensation data. The 2012 participant pool is representative of both the various geographic regions of the Northeast and the different types of healthcare organizations located in this region, although the participants tended to be the larger organizations found in the region. The participants include acute care hospitals, specialty hospitals, health clinics, healthcare systems and academic medical centers.

Participant size as measured by FTEs ranged from roughly 500 to over 10,000. The “average” participant has 3,606 employees and an operating budget of \$620,000,000 (median \$375,000,000). Thirty-seven percent (37%) of the participants are located in Massachusetts and just over twenty-eight percent (28.3%) are located in Pennsylvania. Other states with strong participation include Connecticut, New Hampshire and New Jersey. The participant pool represents an excellent geographic cross section of the medium and large healthcare organizations from the Northeast region. A complete list of participants is located at the end of this executive summary.

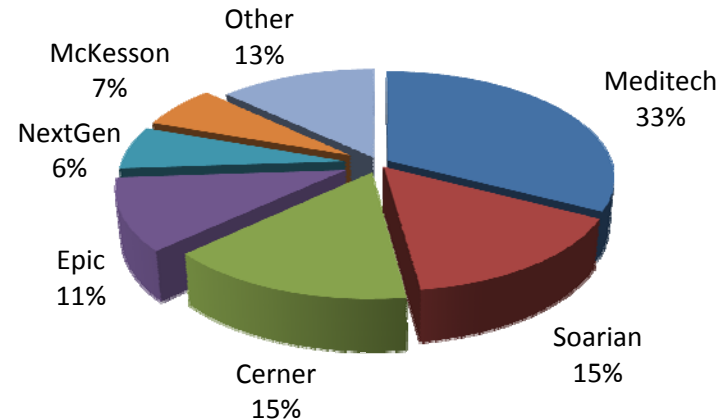
Participants were asked to supply some information regarding the types of information technology systems used in their organization. While this data was intended to give a picture of the type of systems present in Northeastern hospitals, we did collect enough data to provide some breakouts for electronic medical records positions based on the type of system. Unfortunately, there is currently a wide range of systems and the survey can only display compensation data for a limited set of jobs and systems.

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Type of HRIS System



Type of EMR System



Reporting Format

The survey provides data cuts in five categories based on reported scope measures, geographic location, and type of organization. The following is an explanation of the five categories for which data cuts are provided.

1. *ALL* – Includes data for all organizations participating in the survey and therefore represents the total Northeast region.
2. *Geographic regions* – Beyond the “All” cut for the Northeast, participants are grouped into 4 other geographic regions, not all of which are mutually exclusive. These regions are New England, Southern New England, Northern New England and Pennsylvania/New Jersey.
3. *Organization size as measured by Operating Budget* – The two size groupings based on budget are Under \$500 million and Over \$500 million.
4. *Setting* – Each incumbent was grouped into one of three categories based on the “setting” or type of organization. These groups include acute care, ambulatory and both.

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5. EMR system – EMR positions are broken out based on the type of system used in the organization.

The following data is reported for each position:

of Orgs – the number of organizations providing data for the position.

of Incs – the total number of incumbents reported for the position.

Min – the average of the formal reported range minimums.

Organization Average – the average of each organization’s average salary. This is the equivalent of the unweighted or straight average in other surveys.

Incumbent Average – the average of each individual incumbent salary in the position. This is the equivalent of the weighted average salary in other surveys.

Mid – the average of the formal reported range maximums

Max – the average of the formal reported range maximums.

Percentiles – The 25th, 50th and 75th percentiles are presented for each position.

Total Cash Compensation – The total amount of cash compensation received by an incumbent (base salary and bonus). The median and average are presented.

Average Bonus – The average of all of the reported bonus payments for the position

% Elig. For on-call – The percentage of respondents to the question who indicated that the position is eligible for an on-call differential.

% Exempt – The percentage of respondents to the question who indicated that the position is considered exempt under the Fair Labor Standards Act.

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% Elig. For Shift Diffs – The percentage of respondents to the question who indicate that the position is eligible to receive shift differentials.

Anti-Trust Guidelines

The FTC and Justice Department have issued a set of guidelines for conducting compensation surveys, which include the following main provisions:

- ✘ Survey must be conducted by a third party
- ✘ Only aggregate data can be reported
- ✘ At least 5 institutions must be included in a data set
- ✘ No one institution's data can comprise more than 25% of the sample

This survey complies completely with these guidelines. When a calculated statistic falls short of any of these guidelines, "****" is displayed in its place. Although these rules force the suppression of some data, they do result in a survey where the reported data is stronger and is not unduly influenced by single institutions.

Effective Date of Data – July 1, 2012.

All of the information in this survey is strictly confidential and may not be quoted, paraphrased or reproduced in any fashion without the prior written consent of Gallagher Surveys.

Gallagher Surveys would like to thank all of the participating organizations for both providing their data and for their ongoing support. Questions regarding this survey may be addressed to Thomas Cummins at Gallagher Surveys & Olney/HRAdvantage.

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Participants

Allied Services	PA	Mercy Health System	PA
Baystate Health	MA	Mount Nittany Medical Center	PA
Beth Israel Deaconness Medical Center	MA	Norwalk Hospital	CT
Boston Children's Hospital	MA	Penn State Hershey Medical Center	PA
Boston Medical Center	MA	Princeton Healthcare System	NJ
Cape Cod Healthcare	MA	Shields Health Care Group	MA
Care New England	RI	Signature Healthcare	MA
Chambersburg Hospital	PA	Sisters of Providence Health System	MA
Cooper University Hospital	NJ	Southcoast Health System	MA
Drexel University	PA	Southern New Hampshire Health System	NH
Eastern Maine Healthcare Systems	ME	St Mary Medical Center	PA
Evangelical Community Hospital	PA	The Children's Hospital of Philadelphia	PA
Exeter Hospital	NH	The William W. Backus Hospital	CT
Geisinger Health System	PA	Thomas Jefferson University Hospital	PA
Hallmark Health	MA	Tufts Medical Center	MA
Harvard Vanguard Medical Associates	MA	Umass Memorial Medical Center	MA
Holyoke medical Center	MA	Vanguard New England - Saint Vincent Hospital	MA
Hospital for Special Care	CT	Virtua Health	NJ
John Dempsey Hospital & University Medical Group	CT	Wentworth-Douglass Hospital	NH
Joslin Diabetes Center	MA	West Penn Allegheny Health System	PA
Lahey Clinic	MA	Winchester Hospital	MA
Lawrence & Memorial Hospital	CT	York Hospital	ME
Lifespan	RI		
Lower Bucks Hospital	PA		
LRGHealthcare	NH		
Main Line Health, Inc.	PA		
Meadville Medical Center	PA		

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16 EMR Application Analyst

Supports the clinical information systems for their area of responsibility. Responsibilities include implementation of software packages including the installation, customization, and deployment, and the continued maintenance and ongoing support of clinical systems including resolution of moderately complex to complex application issues.

	# of Orgs	# of Incs	Base Salary					Bonus	Total Cash Compensation			Formal Salary Range		
			25th	50th	Org Avg.	Inc Avg.	75th	% Elig	50th	Org Avg.	Inc Avg.	Average Min.	Average Mid.	Average Max.
All														
All Participants	27	218	57,484	70,126	68,724		80,445	3.8%	70,360	68,770		53,144	70,450	87,755
Operating Budget														
Under \$500M Op Budget	14	42	53,446	65,840	67,165	63,545	81,462	0.0%	65,840	67,165	63,545	50,607	66,056	81,505
Over \$500M Op Budget	13	176	67,982	70,360	70,402		78,722	7.7%	71,023	70,499		56,696	76,600	96,505
Region														
New England	18	90	67,982	76,411	74,529	75,164	81,655	5.9%	76,411	74,598	75,192	56,120	75,315	94,510
Southern New England	16	88	68,324	76,411	75,452	75,346	81,655	6.3%	76,411	75,531	75,375	56,719	76,718	96,717
Northern New England	2	2												
Pennsylvania/New Jersey	9	128	45,458	57,484	57,113		70,408	0.0%	57,484	57,113		48,184	62,340	76,497
Setting														
Acute Care	9	31	55,778	70,690	70,308	69,541	81,348	11.1%	71,023	70,447	69,621	54,751	72,492	90,234
Ambulatory	9	39	57,588	75,821	70,665	72,394	81,655	0.0%	75,821	70,665	72,394	53,502	69,878	86,255
Both	12	148	58,332	69,130	68,671		79,002	0.0%	69,130	68,671		52,280	70,234	88,187
EMR System														
Meditech	8	24	57,007	66,928	67,428		78,361	0.0%	66,928	67,428		51,694	67,085	82,476
Cerner	4	11												
Epic	6	135	62,657	70,243	70,260		77,880	0.0%	70,243	70,260		57,789	79,696	101,603
Other	9	48	51,691	69,773	67,707		81,234	12.5%	71,023	67,846		50,657	66,200	81,743

Exempt % 93%

% Elig. for Oncall 22.0% **Average Oncall**

% Elig. for Shift Diffs 0.0%

Average Bonus

Results are not listed when the number of organizations is less than five.